

Nepotism

Nepotism occurs when relatives are in the same chain-of-command. A management official with authority to take personnel management actions may not select a relative for a position anywhere in the organization under your jurisdiction or control. Also, management officials, or other public officials having the authority to appoint, employ, promote, or advance persons or to recommend this action, may not advocate or recommend a relative for a position in the Department of Defense.

5 CFR 310.102 defines relatives as follows:

Aunt	Half Sister	Son-in-Law
Brother	Husband	Stepbrother
Brother-in-Law	Mother	Stepdaughter
Daughter	Mother-in-Law	Stepfather
Daughter-in-Law	Nephew	Stepmother
Father	Niece	Stepsister
Father-in-Law	Sister	Stepson
First Cousin	Sister-in-Law	Uncle
Half Brother	Son	Wife

The Affirmative Employment Section is responsible for ensuring at the time of "appointment" that nepotism does not occur. When they do occur and are brought to our attention, corrective action is taken immediately. Corrective action will be made and involves the following offices: Civilian Personnel, management officials in the organization affected, the Wing Legal Office, and the employee affected. Should you have additional questions regarding this topic, please speak to your servicing staffing specialist.